



San Jose Fire Fighters • Local 230

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October 30, 2014

Jennifer Schembri
Deputy Director, Office of Employee Relations
City of San Jose
200 E. Santa Clara Street
San Jose, CA 95113

Dear Jennifer,

Please accept this letter as a Demand to Meet and Confer over the proposed implementation of a fee schedule for the Flexible Spending Account. The fees for the Medical Reimbursement Account (MRA) and Dependent Care Assistance Plan (DCAP) may not be imposed absent an agreement under either the MMBA or the City Charter.

Please provide me with some dates that you're available to meet with L230 Representatives, so that we may discuss this issue. As always, thank you for your kind assistance.

Regards,

Christopher L. Murphy

C: Joel Phelan
Jose Guerrero
Christopher Platten Esq.